

# Collaboration

1. General: Cooperative arrangement in which two or more parties (which may or may not have any previous relationship) work jointly towards a common goal.

# Partner needs

- Internal readiness
- Leadership at different levels of your organization

# Leadership Attributes

- Desire to succeed and achieve goal(s)
- Willingness to hear/listen/engage
- Attention to vision and the big picture
- Enthusiasm
- Endurance
- Ability to marshal resources and power to spend
- Personal grounding mechanism

# What's good?

- Accomplish more than on your own
- Broaden buy-in throughout both organizations and beyond (strength in numbers)
- Concentrate on comprehensive approaches/Narrower focus

# What's challenging?

- Time consuming
- Frustrating
- Can be inefficient
- Roles need definition

# So why form a collaboration?

- Brings together diverse expertise
- Strengthens advocacy power
- May provide access to more resources-networks, constituencies
- Increase focus on common goal
- Fosters sustainability
- Broaden appeal to funders

# Developing Collaborations that Work

- Look at your program's objectives and clarify them
- Decide which approaches to your goals might be effective
- Assess current community strengths and needs

If you decide to move forward....

# Issues

- Choose the right partners:
  - Who will be supportive?
  - Who shares your goals?
  - Who will enrich your influence?
  - Who will get in the way?
  - How many people should be involved?

# Team members

- Diversity- in all aspects that will enrich the group
  - differences can be challenging
  - differences will influence decisions and solutions
- Invite outside your sphere
- Identify other sectors for inclusion
  - Education/Public Health/Law Enforcement/Social Services

# Team Parameters

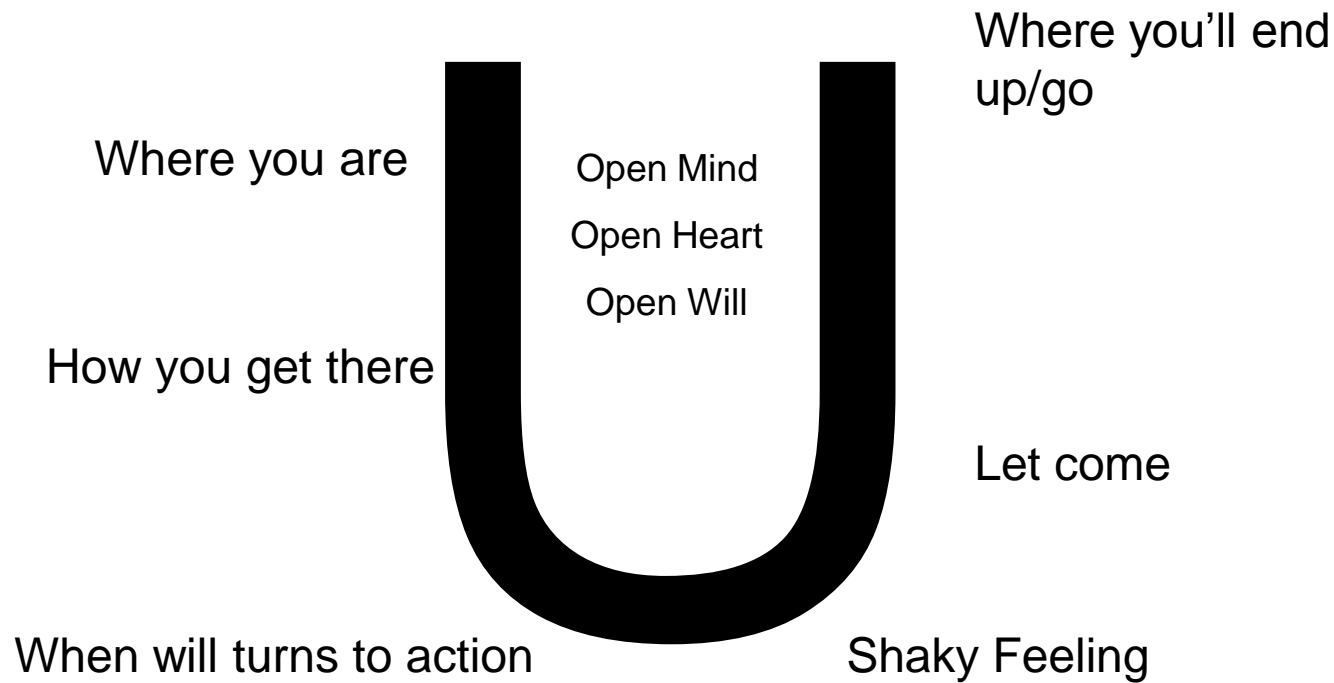
- Identify needs: clerical, meeting planning, facilitation, recruitment – orientation-cheerleading, research and participation
- Structure of committee: size, reporting, roles, financial and time requirements, decision-making, agenda making, level of participation all along

# Get to work

- Have an understanding and shared goals
- Convene people
- Remind everyone of what you're doing constantly
- Invite more people into the conversation
- Deepen stakeholder investment
- Celebrate small successes

# Keep Working

- Hear from a wider population:  
surveys, town meetings, small group discussion, World Café, interviews, self-defined meetings
- Communicate what you are doing inside and out
- Evaluate small pieces as you go along with all the players



Theory U- Leading from the Future as it Emerges  
The Social Terminology of Presencing  
C. Otto Scharmer

# Don't be an ostrich

- Attempt to solve problems as they arise:
  - Internal and external
- Beware and facilitate competing agendas
  - Win-win
- Let bygones be bygones
- Maintain your position and role whenever possible
- Be above reproach

# Tips

- Shape collective identity and support it whenever possible
- Keep the big picture in mind and revisit it regularly
- Make improvements as you recognize they are needed
- Know when it is time to quit

# Recap

- Identify a worthy goal and be clear about it
- Choose well your partners and get your resources in order
- Celebrate, clarify, laud, and make adjustments as you go along
- Communicate, communicate, communicate